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ABSTRACT

Data on Illinois community college faculty and staff characteristics are presented and analyzed in this report for fall 1984. Tables provide statistics on faculty and staff employment classification by college; full-time employment classification by sex and ethnic origin; full-time teaching faculty by highest degree held, age, sex, tenure status, and years of service; years of related work experience of occupational full-time faculty; primary teaching area of full- and part-time faculty; full-time academic support personnel by highest degree held, sex, age, and years of service; and full-time administrative personnel by highest degree held, age, sex, and years of service. Summary findings included the following: (1) although there was little difference in total numbers in the fall terms of 1983 and 1984, a decrease of full-time teaching faculty and academic support personnel occurred; (2) there was a 14% decrease in academic support personnel; (3) most employment classifications except clerical and custodial showed a fairly even distribution of males and females, although more males were employed as administrators and full-time faculty; (4) proportionately more Blacks and fewer Hispanics were employed in community colleges than in the general civilian employed population; (5) faculty characteristics remained fairly stable, with the majority being over 40 years of age, tenured, and employed in their current positions for over 10 years; and (6) increases in faculty numbers occurred in life and physical sciences, and business and management. (LAL)

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CHARACTERISTICS OF ILLINOIS PUBLIC COMMUNITY COLLEGE FACULTY AND STAFF, FALL TERM 1984

Illinois Community College Board
509 South Sixth Street, Room 400
Springfield, Illinois 62701

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CHARACTERISTICS OF ILLINOIS PUBLIC COMMUNITY COLLEGE FACULTY AND STAFF, FALL TERM 1984

This report presents a summary of the results of the collection of Illinois public community college faculty and staff characteristics data for the Fall Term 1984. The report includes information on full- and part-time teaching faculty and all other full-time staff employed by the colleges during the fall term. A similar report was written for the Fall Term 1983 and is available for comparative purposes. Data from one of the colleges were not available at the time this report was written and, thus, are not included in any statewide summary data presented in the report.

EMPLOYMENT CLASSIFICATION

The fifty-one Illinois public community colleges providing data reported a total of 17,535 employees during the Fall Term 1984. Part-time staff other than faculty are not reported; hence, we do not have the data for all community college staff. In addition, several colleges did not report part-time faculty.

Each staff member was classified into one of eight employment classifications: Teaching faculty, academic support, administration, supervisory, professional/technical, clerical, custodial, and other. Table 1 shows a summary of the number of staff by employment classification reported by each community college. Of the full-time staff, the largest category was full-time teaching faculty with 4,795. This was a decrease of 130 or 2.6 percent from a year ago. The second largest category was clerical with 2,353, an increase of 29 from last year. The professional/technical category increased from 1,261 to 1,385, an increase of 124 or 9.8 percent. Custodial workers increased by 12 from 1,025 to 1,037. The administrative category also showed an increase from last year with 885 reported in Fall Fiscal Year 1985 compared to 829 in Fall Fiscal Year 1984. The number of academic support personnel decreased from 613 to 526, a decrease of more than 14 percent. The smallest category was supervisory with 318. This represented an increase of 19 individuals from a year ago. Thirty-seven colleges reported data for part-time faculty. A total of 6,086 were reported for this category. The eighteen colleges that did not report part-time faculty for this report had reported a total of approximately 5,000 part-time faculty on the fall salary survey. Because of this large number of faculty for which we have no data, information on part-time faculty will not be analyzed in this report.

Table 1

ILLINOIS PUBLIC COMMUNITY COLLEGE FALL 1984 FACULTY AND STAFF
DETAILED EMPLOYMENT CLASSIFICATION BY COMMUNITY COLLEGE

Dist. No.	District/ Campus Name	Teaching Faculty FT	Teaching Faculty PT*	Academic Support	Administration	Supervisory	Technical	Clerical	Custodial	Other	Total
501	Kaskaskia	62	103	5	12	—	7	20	6	—	215
502	DuPage-Adm. Unit	—	—	17	15	36	62	100	57	12	299
	Main	169	—	16	7	3	6	15	—	1	217
	Open	33	—	13	2	—	—	14	—	2	64
503	Black Hawk	—	—	—	—	—	—	—	—	—	—
	Quad Cities	131	134	7	22	15	19	74	37	5	444
	East	26	34	3	6	—	4	14	8	—	95
504	Triton	238	473	15	40	53	97	117	65	13	1111
505	Parkland	160	302	24	6	16	29	57	21	—	613
506	Sauk Valley	55	79	7	19	—	—	29	18	—	207
507	Danville	58	76	3	7	23	20	36	21	12	256
508	Chicago-Adm. Unit	—	—	—	48	—	71	44	35	—	198
	Kennedy-King	222	—	11	20	—	26	71	43	—	393
	Loop	182	—	16	14	—	10	72	28	—	322
	Malcolm X	141	—	10	15	—	31	54	39	1	291
	Truman	174	—	12	19	—	33	67	32	1	338
	Olive-Harvey	143	—	11	19	—	19	63	32	2	289
	Daley	130	—	12	17	—	15	54	27	2	257
	Wilbur Wright	161	—	14	15	—	9	68	20	2	289
	Urban Skills	63	—	9	20	—	107	60	17	—	276
	City-Wide	55	—	2	36	—	242	29	—	—	364
509	Elgin	99	327	2	24	17	32	62	19	—	582
510	Thornton	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
511	Rock Valley	76	—	6	6	2	12	41	14	—	157
512	Harper	169	466	20	34	—	73	133	64	15	974
513	Illinois Valley	84	152	14	19	6	7	42	20	4	348
514	Illinois Central	187	358	31	26	11	35	77	68	—	793
515	Prairie State	103	280	—	22	9	25	55	10	2	506
516	Waubonsee	73	257	—	23	—	21	35	7	3	419
517	Lake Land	101	128	12	9	9	19	38	19	18	353
518	Carl Sandburg	55	143	—	13	—	24	33	15	—	283
519	Highland	61	129	6	14	6	3	20	23	1	243
520	Kankakee	66	127	—	14	9	32	49	13	—	310
521	Rend Lake	53	84	4	20	—	—	—	—	—	161
522	Belleville	114	—	55	5	3	—	120	—	—	297
523	Kishwaukee	47	—	4	8	7	5	—	—	—	71
524	Moraine Valley	172	419	18	18	5	77	94	28	7	838
525	Joliet	148	345	10	35	—	18	76	56	—	688
526	Lincoln Land	142	289	1	25	9	17	60	23	—	566
527	Morton	60	103	4	15	—	19	32	19	7	259
528	McHenry	46	127	6	7	22	3	36	8	—	255
529	Ill. Eastern-Adm. Unit	—	—	—	6	—	—	9	—	—	15
	Lincoln Trail	24	60	—	7	4	—	9	6	—	110
	Olney Central	49	62	—	6	11	—	11	3	—	142
	Wabash Valley	42	38	—	6	13	—	14	3	—	116
	Frontier	3	206	—	6	8	—	8	1	—	232
530	Logan	56	33	8	11	—	16	33	11	—	168
531	Shawnee	8	—	—	—	—	1	5	1	4	19
532	Lake County	152	—	14	41	—	5	—	—	—	212
533	Southeastern	69	110	6	13	1	8	27	8	5	247
534	Spoon River	26	81	4	15	4	12	18	12	6	188
535	Oakton	154	366	49	17	2	64	79	44	11	786
536	Lewis and Clark	80	101	20	16	11	16	44	28	14	330
537	Richland	45	94	7	11	2	3	—	—	—	162
539	John Wood	17	—	12	11	—	6	1	—	—	47
601	SCC-East St. Louis	41	—	6	9	1	25	34	4	—	120
	TOTAL	4795	6086	526	885	318	1385	2353	1037	150	17535

*Data from 33 colleges only

Table 2 presents a state summary of employment classification by sex. Analysis of full-time staff reveals that overall employment by sex is fairly evenly distributed with 50.2 percent females and 49.8 percent males. However, examination by employment classification shows much more diversity. As might be expected, the clerical staff was predominantly female (91.8 percent) and the custodial staff was predominantly male (82.8 percent). Three categories--academic support, supervisory, and other--were fairly evenly distributed between the sexes with 50.0, 53.8, and 54.0 percent females, respectively. Technical staff was 60.3 percent female. More men than women were employed as administrative staff (69.0 percent) and as teaching faculty (62.9 percent). The percentage of male faculty decreased slightly from a year ago when 63.2 percent of the faculty were men.

Table 2

ILLINOIS COMMUNITY COLLEGE FALL 1984 FULL-TIME FACULTY AND STAFF
EMPLOYMENT CLASSIFICATION BY SEX

	Female		Male		Total	
CLASSIFICATION	Number	Percent*	Number	Percent*	Number	Percent*
Teaching	1780	37.1	3015	62.9	4795	100.0
Academic Support	263	50.0	263	50.0	526	100.0
Administration	274	31.0	611	69.0	885	100.0
Supervisory	171	53.8	147	46.2	318	100.0
Professional/Technical	835	60.3	550	39.7	1385	100.0
Clerical	2160	91.8	193	8.2	2353	100.0
Custodial	178	17.2	859	82.8	1037	100.0
Other	81	54.0	69	46.0	150	100.0
TOTAL	5742	50.2	5707	49.8	11449	100.0

*Throughout the report, percent totals may not equal 100.0 percent due to rounding.

Employment classification categories distributed by ethnic origin and sex for full-time personnel are presented in Table 3. Overall, the racial/ethnic origin distribution was as follows: Asian, 1.6 percent; American Indian, 0.1 percent; Black, 15.7 percent; Hispanic, 1.9 percent; White, 77.2 percent; and

Other or Unknown, 3.6 percent. This is approximately the same distribution reported last year with Black, Hispanic, and White each increasing by 0.2 percent and Other decreasing by 0.6 percent. A comparison with community college student characteristics reveals that minorities are not as well represented among full-time faculty/staff as they are in the student population. Data from the Geographic Profile of Employment and Unemployment, 1984 published by the U.S. Department of Labor classifies the Illinois civilian, noninstitutional, employed population for 1984 into three racial/ethnic categories--White, Black, and Hispanic origin. Hispanic counts are duplicated in the counts of Whites and Blacks making it difficult to make comparisons between the faculty/staff data and that of the employed population. However, the employed population data are presented here for rough comparative purposes. Whites comprised 87.7 percent of the employed population, Blacks comprised 9.6 percent, and "other races" comprised 2.7 percent. Hispanics represented 5.4 percent of the total employed population. Even with Hispanics included in the White and Black counts, it is possible to ascertain that on the whole the community college system employs minorities at a higher rate than is found in the general employed population. This is especially true for Blacks.

Examination of racial/ethnic data reveals that the distribution varied considerably within employment classifications. The distribution of administrative personnel resembled closely that of the full-time faculty/staff as a whole. In comparison with data for other institutions of higher education in Illinois as provided to the Illinois Board of Higher Education in 1983, community college administrative staff had a higher proportional representation of Blacks--15.1 percent compared to 7.6 percent--and a higher representation of Hispanics--1.9 percent compared to 1.1 percent for other institutions. Minority representation among community college full-time faculty was lower than among community college administrative staff. However, a comparison with the racial/ethnic distribution for faculty from other institutions of higher education in the state, shows minority representation in community college faculty to be higher than in other institutions. The most outstanding difference was among Black faculty with 10.1 percent of the community college faculty compared to only 2.8 percent of the faculty in other institutions being Black. Other institutions had slightly higher proportional representation for Hispanics and Asians than was found at community colleges.

In all racial/ethnic categories, the number of men was equal to or greater than the number of women with the exception of Blacks. In every employment classification with the exception of administration and custodial, Black females outnumbered Black males.

The next five sections will discuss more in-depth analyses of five employment classification categories: Teaching faculty, academic support, administration, supervisory, and professional/technical.

Table 3

ILLINOIS COMMUNITY COLLEGE FALL 1984 FULL-TIME FACULTY AND STAFF
EMPLOYMENT CLASSIFICATION BY ETHNIC ORIGIN AND SEX

	ETHNIC												
	Asian		American Indian		Black		Hispanic		White		Other/ Unknown		Total
CLASSIFICATION	F	M	F	M	F	M	F	M	F	M	F	M	
Teaching	44	63	1	2	275	211	21	23	1363	2628	76	88	4795
	(2.2)		(0.1)		(10.1)		(0.9)		(83.2)		(3.4)		
Academic Support	3	6	0	0	35	23	2	7	195	202	28	25	526
	(1.7)		(0.0)		(11.0)		(1.7)		(75.5)		(10.1)		
Administration	4	5	1	0	65	69	6	11	181	526	17	0	885
	(1.0)		(0.1)		(15.1)		(1.9)		(79.9)		(1.9)		
Supervisory	1	1	0	0	10	7	3	0	155	139	2	0	318
	(0.6)		(0.0)		(5.3)		(0.9)		(92.5)		(0.6)		
Professional/ Technical	9	15	4	2	236	101	39	20	512	390	35	22	1385
	(1.7)		(0.4)		(24.3)		(4.3)		(65.1)		(4.1)		
Clerical	17	6	1	0	405	55	34	5	1640	123	63	4	2353
	(1.0)		(0.0)		(19.5)		(1.7)		(74.9)		(2.8)		
Custodial	0	5	0	2	73	212	4	41	98	564	3	35	1037
	(0.5)		(0.2)		(27.5)		(4.3)		(63.8)		(3.7)		
Other	0	0	0	0	9	7	2	2	67	52	3	8	150
	(0.0)		(0.0)		(10.7)		(2.7)		(79.3)		(7.3)		
TOTAL	78	101	7	6	1108	685	111	109	4211	4624	227	182	11449
PERCENT	(1.6)		(0.1)		(15.7)		(1.9)		(77.2)		(3.6)		(100.0)

TEACHING FACULTY

Examination of data submitted on the highest academic degree earned by full-time teaching faculty reveals that 80.5 percent held Master's degrees or higher. The Associate degree was the highest degree for 1.4 percent of the teaching faculty, and the Bachelor's degree was the highest degree obtained by 9.8 percent. A higher percentage of males (81.8 percent) held graduate degrees than did females (78.4 percent). Doctoral degrees were held by 12.6 percent of the males compared to 7.9 percent of the females for a combined percentage of 10.8 percent. This was up slightly from last year's combined percentage of 10.6 percent. Table 4 presents a breakdown of highest academic degree of teaching faculty by sex.

Table 4

HIGHEST DEGREE OF FULL-TIME TEACHING FACULTY

	Female		Male		Total	
DEGREE	Number	Percent	Number	Percent	Number	Percent
Associate	23	1.3	45	1.5	68	1.4
		(33.8)		(66.2)		(100.0)
Bachelor's	214	12.0	257	8.5	471	9.8
		(45.4)		(54.6)		(100.0)
Master's	1250	70.2	2054	68.1	3304	68.9
		(37.8)		(62.2)		(100.0)
First Professional	5	0.3	33	1.1	38	0.8
		(13.2)		(86.8)		(100.0)
Doctoral	141	7.9	379	12.6	520	10.8
		(27.1)		(72.9)		(100.0)
Other	12	0.7	41	1.4	53	1.1
		(22.6)		(77.4)		(100.0)
None/Unknown	135	7.6	206	6.8	341	7.1
		(39.6)		(60.4)		(100.0)
TOTAL	1780	100.0	3015	100.0	4795	100.0
		(37.1)		(62.9)		(100.0)

The age structure of the teaching faculty is shown in Table 5. The largest percentage, 38.7 percent, of the full-time faculty members was between the ages of 40 and 49 years. Another 26.3 percent were in the age category 30 to 39. Only 2.9 percent were under the age of 30 and 2.0 percent were over the age of 65. Slightly over 31 percent were over the age of 50. Women tended to be younger than their male counterparts, with 28.9 percent of the women compared to 33.4 percent of the men over 50.

Table 5

AGE OF FULL-TIME TEACHING FACULTY

AGE	Female Number	Female Percent	Male Number	Male Percent	Total Number	Total Percent
<30	71	4.0	70	2.3	141	2.9
		(50.4)		(49.6)		(100.0)
30-39	531	29.8	732	24.3	1263	26.3
		(42.0)		(58.0)		(100.0)
40-49	655	36.8	1202	39.9	1857	38.7
		(35.3)		(64.7)		(100.0)
50-59	374	21.0	774	25.7	1148	23.9
		(32.6)		(67.4)		(100.0)
60-64	109	6.1	166	5.5	275	5.7
		(39.6)		(60.4)		(100.0)
65+	32	1.8	65	2.2	97	2.0
		(33.0)		(67.0)		(100.0)
Unknown	8	1.0	6	0.2	14	0.3
		(57.1)		(42.9)		(100.0)
TOTAL	1780	100.0	3015	100.0	4795	100.0
		(37.1)		(62.9)		(100.0)

Table 6 below shows that a high percentage (83.3) of the full-time teaching faculty was tenured. This percentage was up from 82.8 percent a year ago. A slightly higher percentage, 3.6 percent compared to 3.2 percent, was reported in non-tenured positions than was reported last year. A higher percentage of male faculty than female faculty was tenured, and a higher percentage of female faculty than male faculty members held non-tenured positions.

Table 6

TENURE STATUS OF FULL-TIME TEACHING FACULTY

STATUS	Female Number	Female Percent	Male Number	Male Percent	Total Number	Total Percent
Tenured	1386	77.9	2608	86.5	3994	83.3
		(34.7)		(65.3)		(100.0)
Not Tenured	301	16.9	325	10.8	626	13.1
		(48.1)		(51.9)		(100.0)
Other (Non-tenured)	93	5.2	82	2.7	175	3.6
		(53.1)		(46.9)		(100.0)
TOTAL	1780	100.0	3015	100.0	4795	100.0
		(37.1)		(62.9)		(100.0)

A comparison of information on tenured faculty with data on years of service in one's current classification as presented in Table 7 shows that there is a close correspondence between these two factors. Further examination of years of service reveals that over one-half of the faculty had been employed in the same classification for eleven years or more. Men tended to have been employed in their positions longer than women. Almost 54 percent of the women faculty members had taught ten years or less compared to only 37.9 percent of the men.

Table 7

YEARS OF SERVICE OF FULL-TIME TEACHING FACULTY

	Female		Male		Total	
YEARS	Number	Percent	Number	Percent	Number	Percent
<1	89	5.0	95	3.2	184	3.8
		(48.4)		(51.6)		(100.0)
1- 2	203	11.4	200	6.6	403	8.4
		(50.4)		(49.6)		(100.0)
3- 5	259	14.6	349	11.6	608	12.7
		(42.6)		(57.4)		(100.0)
6-10	402	22.6	496	16.5	898	18.7
		(44.8)		(55.2)		(100.0)
11-20	764	42.9	1644	54.5	2408	50.2
		(31.7)		(68.3)		(100.0)
21-30	39	2.2	160	5.3	199	4.2
		(19.6)		(80.4)		(100.0)
31+	23	1.3	70	2.3	93	1.9
		(24.7)		(75.3)		(100.0)
Unknown	1	0.1	1	0.0	2	0.0
		(50.0)		(50.0)		(100.0)
TOTAL	1780	100.0	3015	100.0	4795	100.0
		(37.1)		(62.9)		(100.0)

Each faculty member was assigned to a primary teaching area and, if appropriate, to a secondary teaching area. Table 8 presents the number of teaching faculty members employed in primary teaching areas as designated by a two-digit Classification of Instructional Programs (CIP) code. Examination of primary teaching area assignments shows that the largest primary teaching area for full-time faculty was letters (English, literature, etc..), with 604 full-time faculty. The second largest primary teaching area for full-time faculty was business and office with 441. Other large areas included social sciences, 362; nursing, 328; math, 302; life sciences, 261; physical sciences, 238; allied health, 222; and business and management, 200. Each of these

Table 8

PRIMARY TEACHING AREA OF TEACHING FACULTY

CIP	TITLE	Full-time			Part-time*			Total
		Female	Male	Total	Female	Male	Total	
01.	Agribusiness and Agricultural Production	6	69	75	21	30	51	126
02.	Agricultural Sciences	0	13	13	2	3	5	18
03.	Renewable Natural Resources	0	6	6	0	4	4	10
04.	Architecture and Environmental Design	2	20	22	3	4	7	29
05.	Area and Ethnic Studies	1	3	4	0	3	3	7
06.	Business and Management	32	168	200	129	572	701	901
07.	Business and Office	215	226	441	313	392	705	1146
08.	Marketing and Distribution	7	26	33	22	42	64	97
09.	Communications	12	11	23	13	16	29	52
10.	Communications Technologies	1	8	9	1	2	3	12
11.	Computer and Information Sciences	13	22	35	39	46	85	120
12.	Personal Services	14	2	16	13	2	15	31
13.	Education	46	60	106	60	47	107	213
14.	Engineering	2	15	17	2	32	34	51
15.	Engineering-Related Technologies	1	183	184	0	188	188	372
16.	Foreign Languages	32	33	65	62	25	87	152
17.	Allied Health	168	54	222	185	62	247	470
18.	Health Sciences	313	15	328	118	35	153	481
19.	Home Economics	6	1	7	20	2	22	29
20.	Vocational Home Economics	70	21	91	112	23	135	226
21.	Industrial Arts	0	3	3	3	3	6	9
22.	Law	0	7	7	1	9	10	17
23.	Letters	280	326	606	260	140	405	1009
24.	Liberal/General Education	4	7	11	13	11	24	35
25.	Library and Archival Science	2	0	2	5	1	6	8
26.	Life Sciences	74	187	261	50	66	116	377
27.	Mathematics	73	229	302	101	189	290	592
28.	Military Sciences	0	1	1	0	0	0	1
30.	Multi/Interdisciplinary Studies	26	41	67	6	7	11	78
31.	Parks and Recreation	1	4	5	3	1	4	9
32.	Basic Skills	51	54	105	415	201	616	721
33.	Citizenship/Civic Activities	0	0	0	1	1	2	2
34.	Health-Related Activities	0	0	0	4	4	8	8
35.	Interpersonal Skills	0	4	4	0	0	0	4
36.	Leisure and Recreational Activities	15	35	50	115	105	220	270
37.	Personal Awareness	1	1	2	6	4	10	12
38.	Philosophy and Religion	8	25	33	12	40	52	85
40.	Physical Sciences	28	210	238	35	96	131	369
41.	Science Technologies	0	0	0	0	10	10	10
42.	Psychology	50	89	139	78	124	202	341
43.	Protective Services	12	53	65	15	151	166	231
44.	Public and Social Services	5	4	9	10	13	23	32
45.	Social Sciences	68	294	362	76	192	268	630
46.	Construction Trades	1	8	9	3	16	19	28
47.	Mechanics and Repairers	1	135	136	2	105	107	243
48.	Precision Production	2	125	127	28	213	241	368
49.	Transportion and Material Moving	1	0	1	3	11	14	15
50.	Visual and Performing Arts	40	157	197	208	119	327	525
Unknown		96	62	158	84	76	160	318
TOTAL		1760	3015	4795	2650	3430	6080	10875

*Data from 33 colleges

areas showed a decline from last year in the number of full-time faculty reported, with the exception of life sciences, physical sciences, and business and management which showed increases. Although complete data are unavailable for part-time faculty, several teaching areas appear to be staffed by a larger number of part-time than full-time faculty. These areas include business and management, business and office, allied health, vocational home economics, basic skills, leisure and recreational activities, psychology, protective services, precision production, and visual and performing arts. A number of smaller areas also appear to have more part-time than full-time faculty.

The final factor analyzed for teaching faculty was the number of years of related work experience reported for faculty with occupational teaching area assignments. Table 9 reflects the data reported by the colleges for this variable. Of the 1,812 full-time occupational faculty, 38.7 percent had 11 years or more, 55.4 percent had between three and ten years and the remainder had one to two years of work experience related to their teaching assignments. Male faculty tended to have more years of work experience than did their female counterparts.

Table 9

YEARS OF RELATED WORK EXPERIENCE OF OCCUPATIONAL FULL-TIME TEACHING FACULTY BY EMPLOYMENT STATUS

	Female		Male		Total	
YEARS	Number	Percent	Number	Percent	Number	Percent
< 1	58	7.1	46	4.6	104	5.7
		(55.8)		(44.2)		(100.0)
1- 2	114	14.0	106	10.6	220	12.1
		(51.8)		(48.2)		(100.0)
3- 5	148	18.2	186	18.6	334	18.4
		(44.3)		(55.7)		(100.0)
6-10	219	26.9	233	23.3	452	24.9
		(57.1)		(42.9)		(100.0)
11-20	258	31.7	362	36.2	620	34.2
		(41.6)		(58.4)		(100.0)
21-30	4	0.5	30	3.0	34	1.9
		(11.8)		(88.2)		(100.0)
30+	12	1.5	36	3.6	48	2.6
		(25.0)		(75.0)		(100.0)
TOTAL	813	100.0	999	100.0	1812	100.0
		(44.9)		(55.1)		(100.0)

ACADEMIC SUPPORT

Academic support personnel includes such professionals as librarians and counselors. The colleges reported a total of 526 persons employed full-time in this category. This number represents a decrease of approximately 14 percent from a year ago. Table 10 shows information on the highest academic degree attained by this group. The largest number of academic support staff, 365, (69.4 percent) held Master's degrees. Doctoral degrees had been attained by 8.6 percent. Two-thirds of the Doctoral degrees were held by males compared with 73 percent a year ago. On the whole, women in this category had a slightly lower level of degree attainment than men. However, both groups represented higher levels of attainment than were reported a year ago.

Table 10

HIGHEST DEGREE OF FULL-TIME ACADEMIC SUPPORT PERSONNEL

	Female		Male		Total	
DEGREE	Number	Percent	Number	Percent	Number	Percent
Associate	8	3.0	3	1.1	11	2.1
		(72.7)		(27.3)		(100.0)
Bachelor's	25	9.5	14	5.3	39	7.4
		(64.1)		(35.9)		(100.0)
Master's	169	64.3	196	74.5	365	69.4
		(46.3)		(53.7)		(100.0)
First Professional	2	0.8	1	0.4	3	0.6
		(66.7)		(33.3)		(100.0)
Doctoral	15	5.7	30	11.4	45	8.6
		(33.3)		(66.7)		(100.0)
Other	2	0.8	1	0.4	3	0.6
		(66.7)		(33.3)		(100.0)
None/Unknown	42	16.0	18	6.8	60	11.4
		(70.0)		(30.0)		(100.0)
TOTAL	263	100.0	263	100.0	526	100.0
		(50.0)		(50.0)		(100.0)

Table 11 presents the age structure of academic support personnel. The age structure of this group was similar to that of the teaching faculty with 31 percent 50 years of age or older. As was the case last year, the major

difference occurred in the less than 30 age group, with 5.1 percent of the academic support group compared to 2.9 percent of the teaching faculty less than 30. Both of the percentages, however, are lower than they were a year ago. Last year the largest percentage of women in academic support had been in the 30 to 39 age category and the largest percentage of men had been in the 40 to 49 age category. This year the largest percentage of both women, 35.4 percent, and men, 41.8 percent, was in the 40 to 49 age group.

Table 11

AGE OF FULL-TIME ACADEMIC SUPPORT PERSONNEL

	Female		Male		Total	
AGE	Number	Percent	Number	Percent	Number	Percent
<30	20	7.6	7	2.7	27	5.1
		(74.1)		(25.9)		(100.0)
30-39	79	30.0	53	20.2	132	25.1
		(59.8)		(40.2)		(100.0)
40-49	93	35.4	110	41.8	203	38.6
		(45.8)		(54.2)		(100.0)
50-59	58	22.1	77	29.3	135	25.7
		(43.0)		(57.0)		(100.0)
60-64	10	3.8	11	4.2	21	4.0
		(47.6)		(52.4)		(100.0)
65+	3	1.1	4	1.5	7	1.3
		(42.9)		(57.1)		(100.0)
Unknown	0	0.0	1	0.4	1	0.2
		(0.0)		(100.0)		(100.0)
TOTAL	263	100.0	263	100.0	526	100.0
		(50.0)		(50.0)		(100.0)

Table 12 presents the number of years of employment in their current classification for academic support personnel. Although there appears to have been more turnover in academic support staff in the last year than occurred in full-time faculty, 37.3 percent of the academic support staff had been employed in their current classifications between 11 and 20 years. Over 16 percent had been employed for two years or less, with 6.8 percent employed less than one year. More women than men were hired in academic support positions last year. Of those with less than one year's service, 72.2 percent were women. Over 50 percent of the men had held their positions for over 10 years compared to only 28 percent of women.

Table 12

YEARS OF SERVICE OF FULL-TIME ACADEMIC SUPPORT PERSONNEL

YEARS	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
< 1	26	9.9	10	3.8	36	6.8
		(72.2)		(27.8)		(100.0)
1- 2	29	11.0	21	8.0	50	9.5
		(58.0)		(42.0)		(100.0)
3- 5	56	21.3	38	14.4	94	17.9
		(59.6)		(40.4)		(100.0)
6-10	76	28.9	53	20.2	129	24.5
		(58.9)		(41.1)		(100.0)
11-20	64	24.3	132	50.2	196	37.3
		(32.7)		(67.3)		(100.0)
21-30	5	1.9	5	1.9	10	1.9
		(50.0)		(50.0)		(100.0)
31+	5	1.9	4	1.5	9	1.7
		(55.6)		(44.4)		(100.0)
Unknown	2	0.8	0	0.0	2	0.4
		(100.0)		(0.0)		(100.0)
TOTAL	263	100.0	263	100.0	526	100.0
		(50.0)		(50.0)		(100.0)

ADMINISTRATIVE PERSONNEL

The colleges reported 885 staff in the full-time administrative employment classification category, an increase of 6.8 percent from a year ago. The data indicate that colleges use different institutional policies for classifying administrative personnel. Hence, if comparative analysis is desired for this category, each college's local institutional classification policy would need to be obtained and appropriately considered. Interpretation of the following summary data, thus, should take possible classification differences into consideration.

Analysis of the highest academic degree data earned by administrators (Table 13) shows Doctoral degrees were held by 20.2 percent of the administrative staff. Sixteen percent of the administrators held Bachelor's degrees and 46.2 percent held Master's degrees. As with the employment classification categories discussed earlier, male administrators appeared to have achieved slightly higher academic levels than female administrative staff, although the larger proportion of missing data for women makes it difficult to interpret.

Table 14 presents the age structure of community college administrative personnel. The age structure of administrators is similar to that of full-time teaching faculty, although administrative personnel were slightly younger with 70.2 percent less that 50 years of age compared to 67.9 percent of the teaching faculty. As was the case with faculty and academic support personnel, there is a larger proportion of females in the lower age categories than in the higher age categories, with 8.4 percent of the women less than 30 years of age compared to only 2.6 percent of the men in this group. This may indicate that a larger proportion of women are entering the administrative ranks in community colleges.

The final variable examined for this group was years of service in their current classification (Table 15). On the whole, administrative personnel had fewer years of service than did either teaching faculty or academic support personnel. Over 69 percent of the administrators had been in their current classification category ten years or less compared to 43.6 and 58.7 percent, respectively, for the other two groups. A higher percentage of administrators had been employed less than one year compared to in the other two groups. Over nine percent of the administrators fell into this category with 23.2 percent employed in the classification two years or less. As was reported last year, female administrators had been employed a fewer number of years than male administrators.

SUPERVISORY PERSONNEL

Supervisory personnel are those individuals who have the duty, responsibility, or authority to recommend the employment, transfer, suspension, dismissal, promotion, assignment, reward, or discipline of other staff individuals both full- and part-time. Examination of Table 1 shows that several of the colleges do not use this classification category. However, since 28 of the colleges did report personnel in this category, a brief analysis of the data reported will be presented. A total of 318 persons were reported - 171 women and 147 men.

Table 16 presents data on the highest academic degree attained by supervisory personnel. Five percent held Associate degrees, 20.1 percent held Bachelor's, 24.8 percent held Master's, 3.1 percent held Doctorates and 18.6 percent were reported as having "other" degrees. The remainder held no degrees or their educational status was unknown. The distribution of degrees by sex was similar with the exception of Doctoral degrees. More males, 4.8 percent, than females, 1.8 percent, held Doctorates.

Table 13

HIGHEST DEGREE OF FULL-TIME ADMINISTRATIVE PERSONNEL

DEGREE	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
Associate	8	2.9	10	1.6	18	2.0
		(44.4)		(55.6)		(100.0)
Bachelor's	58	21.2	84	13.7	142	16.0
		(40.8)		(59.2)		(100.0)
Master's	122	44.5	287	47.0	409	46.2
		(29.8)		(70.2)		(100.0)
First Professional	1	0.4	8	1.3	9	1.0
		(11.1)		(88.9)		(100.0)
Doctoral	32	11.7	147	24.1	179	20.2
		(17.9)		(82.1)		(100.0)
Other	3	1.1	8	1.0	11	1.2
		(27.3)		(72.7)		(100.0)
None/Unknown	50	18.2	67	11.0	117	13.2
		(42.7)		(57.3)		(100.0)
TOTAL	274	100.0	611	100.0	885	100.0
		(31.0)		(69.0)		(100.0)

Table 14

AGE OF FULL-TIME ADMINISTRATIVE PERSONNEL

AGE	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
<30	23	8.4	16	2.6	39	4.4
		(59.0)		(41.0)		(100.0)
30-39	94	34.3	155	25.4	249	28.1
		(37.8)		(62.2)		(100.0)
40-49	89	32.5	245	40.1	334	37.7
		(26.6)		(73.4)		(100.0)
50-59	51	18.6	157	25.7	208	23.5
		(24.5)		(75.5)		(100.0)
60-64	16	5.8	32	5.2	48	5.4
		(33.3)		(66.7)		(100.0)
65+	1	0.4	6	1.0	7	0.8
		(14.3)		(85.7)		(100.0)
TOTAL	274	100.0	611	100.0	885	100.0
		(31.0)		(69.0)		(100.0)

Table 15

YEARS OF SERVICE OF FULL-TIME ADMINISTRATIVE PERSONNEL

YEARS	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
< 1	27	9.9	56	9.2	83	9.4
		(32.5)		(67.5)		(100.0)
1- 2	52	19.0	70	11.5	122	13.8
		(42.6)		(57.4)		(100.0)
3- 5	75	27.4	122	20.0	197	22.3
		(38.1)		(61.9)		(100.0)
6-10	62	22.6	149	24.4	211	23.8
		(29.4)		(70.6)		(100.0)
11-20	57	20.8	185	30.3	242	27.3
		(23.6)		(76.4)		(100.0)
21-30	1	0.4	12	2.0	13	1.5
		(7.7)		(92.3)		(100.0)
31+	0	0.0	17	2.8	17	1.9
		(0.0)		(100.0)		(100.0)
TOTAL	274	100.0	611	100.0	885	100.0
		(31.0)		(69.0)		(100.0)

Table 16

HIGHEST DEGREE OF FULL-TIME SUPERVISORY PERSONNEL

DEGREE	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
Associate	8	4.7	8	5.4	16	5.0
		(50.0)		(50.0)		(100.0)
Bachelor's	36	21.1	28	19.0	64	20.1
		(56.3)		(43.8)		(100.0)
Master's	41	24.0	38	25.9	79	24.8
		(51.9)		(48.1)		(100.0)
Doctoral	3	1.8	7	4.8	10	3.1
		(30.0)		(70.0)		(100.0)
Other	34	19.9	25	17.0	59	18.6
		(57.6)		(42.4)		(100.0)
None/Unknown	49	28.7	41	27.9	90	28.3
		(54.4)		(45.6)		(100.0)
TOTAL	171	100.0	147	100.0	318	100.0
		(53.8)		(46.2)		(100.0)

The age structure of supervisory personnel is shown in Table 17. The largest percentage of supervisors, both male and female, was between the ages of 30 and 39.

Table 17

AGE OF FULL-TIME SUPERVISORY PERSONNEL

	Female		Male		Total	
AGE	Number	Percent	Number	Percent	Number	Percent
< 30	29	17.0	18	12.2	47	14.8
		(61.7)		(38.3)		(100.0)
30-39	53	31.0	53	36.1	106	33.3
		(50.0)		(50.0)		(100.0)
40-49	52	24.6	31	21.1	73	23.0
		(71.2)		(28.8)		(100.0)
50-59	38	22.2	36	24.5	74	23.3
		(51.4)		(48.6)		(100.0)
60-64	8	4.7	6	4.1	14	4.4
		(57.1)		(42.9)		(100.0)
65+	1	0.6	2	1.4	3	0.9
		(33.3)		(66.7)		(100.0)
Unknown	0	0.0	1	0.7	1	0.3
		(0.0)		(100.0)		(100.0)
TOTAL	171	100.0	147	100.0	318	100.0
		(53.8)		(46.2)		(100.0)

Years of service in supervisory positions are presented in Table 18. A high percentage of supervisors, 26.1 percent, had been in their positions for two years or less. Over 50 percent of the supervisors had held their current positions for five years or less. Only one individual had been in the same position for more than 20 years.

PROFESSIONAL/TECHNICAL PERSONNEL

The professional/technical classification category included such positions as data analysts, accountants, computer programmers, engineers, and internal auditors. A total of 1,385 individuals was reported in this category--835 females and 550 males. This represents an increase of 9.8 percent over the number of professional/technical personnel reported a year ago.

Table 18

YEARS OF SERVICE OF FULL-TIME SUPERVISORY PERSONNEL

YEARS	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
< 1	22	12.9	16	10.9	38	11.9
		(57.9)		(42.1)		(100.0)
1- 2	24	14.0	21	14.3	45	14.2
		(53.3)		(46.7)		(100.0)
3- 5	49	28.7	34	23.1	83	26.1
		(59.0)		(41.0)		(100.0)
6-10	39	22.8	30	20.4	69	21.7
		(56.5)		(43.5)		(100.0)
11-20	37	21.6	45	30.6	82	25.8
		(45.1)		(54.9)		(100.0)
21-30	0	0.0	0	0.0	0	0.0
		(0.0)		(0.0)		(100.0)
31+	0	0.0	1	0.7	1	0.3
		(0.0)		(100.0)		(100.0)
TOTAL	171	100.0	147	100.0	318	100.0
		(53.8)		(46.2)		(100.0)

Table 19 presents data on the highest academic degree attained by persons in professional/technical positions. A large percentage, 53.4 percent, either did not have a college degree or their educational status was unknown. Bachelor's degrees were held by 21.8 percent, and 9.5 percent held Master's degrees. Only 10 individuals, less than one percent, held Doctoral degrees.

Table 20 presents the age structure of professional/technical personnel. This category represented the youngest group analyzed in this report. Over 28 percent were less than 30 years of age, and only 12.5 percent were 50 years of age or older. The age structures of men and women in this category were almost identical.

Table 19

HIGHEST DEGREE OF FULL-TIME PROFESSIONAL/TECHNICAL PERSONNEL

	Female		Male		Total	
DEGREE	Number	Percent	Number	Percent	Number	Percent
Associate	55	6.6	43	7.8	98	7.1
		(56.1)		(43.9)		(100.0)
Bachelor's	171	20.5	131	23.8	302	21.8
		(56.6)		(43.4)		(100.0)
Master's	67	8.0	65	11.8	132	9.5
		(50.8)		(49.2)		(100.0)
First Professional	0	0.0	1	0.2	1	0.1
		(0.0)		(100.0)		(100.0)
Doctoral	5	0.6	5	0.9	10	0.7
		(50.0)		(50.0)		(100.0)
Other	62	7.4	40	1.0	102	7.4
		(60.8)		(39.2)		(100.0)
None/Unknown	475	56.9	265	48.2	740	53.4
		(64.2)		(35.8)		(100.0)
TOTAL	835	100.0	550	100.0	1385	100.0
		(60.3)		(39.7)		(100.0)

Table 20

AGE OF FULL-TIME PROFESSIONAL/TECHNICAL PERSONNEL

	Female		Male		Total	
AGE	Number	Percent	Number	Percent	Number	Percent
< 30	233	27.9	157	28.5	390	28.2
		(59.7)		(40.3)		(100.0)
30-39	338	40.5	221	40.2	559	40.4
		(60.5)		(39.5)		(100.0)
40-49	157	18.8	99	18.0	256	18.5
		(61.3)		(38.7)		(100.0)
50-59	84	10.1	44	8.0	128	9.2
		(65.6)		(34.4)		(100.0)
60-64	16	1.9	20	3.6	36	2.6
		(44.4)		(55.6)		(100.0)
65+	4	0.5	6	1.1	10	0.7
		(40.0)		(60.0)		(100.0)
Unknown	3	0.4	3	0.5	6	0.4
		(50.0)		(50.0)		(100.0)
TOTAL	835	100.0	550	100.0	1385	100.0
		(60.3)		(39.7)		(100.0)

Of all the classification categories analyzed in this report, professional/technical personnel had been in their positions the fewest number of years. Over 52 percent had been in their positions for less than two years, with 21.6 percent having held their positions for less than one year. Nearly three-fourths of the professional/technical personnel had been employed in their positions no more than five years. Only eight individuals in this category had been employed for over 20 years.

Table 21

YEARS OF SERVICE OF FULL-TIME PROFESSIONAL/TECHNICAL PERSONNEL

	Female		Male		Total	
YEARS	Number	Percent	Number	Percent	Number	Percent
<1	195	23.4	104	18.9	299	21.6
		(65.2)		(34.8)		(100.0)
1- 2	230	27.5	143	26.0	373	26.9
		(61.7)		(38.3)		(100.0)
3- 5	210	25.1	165	30.0	375	27.1
		(56.0)		(44.0)		(100.0)
6-10	132	15.8	82	14.9	214	15.5
		(61.7)		(38.3)		(100.0)
11-20	64	7.7	50	9.1	114	8.2
		(56.1)		(43.9)		(100.0)
21-30	1	0.1	0	0.0	1	0.1
		(100.0)		(0.0)		(100.1)
31+	2	0.2	6	1.1	8	0.6
		(25.0)		(75.0)		(100.0)
Unknown	1	0.1	0	0.0	1	0.1
		(100.0)		(0.0)		(100.0)
TOTAL	835	100.0	550	100.0	1385	100.0
		(60.3)		(39.7)		(100.0)

SUMMARY AND CONCLUSIONS

Community colleges in Illinois provided detailed characteristics data for 17,535 personnel employed in the Fall Term 1984. Because the limited data on part-time teaching faculty did not constitute a representative sample, this year's summary report presents the results of analyses of data on the 11,449 full-time personnel only.

Although there was very little difference in the total number of employees reported in the fall terms of 1983 and 1984, there were some changes in the numbers within each employment classification. There was a decrease in the number of full-time teaching faculty and full-time academic support personnel. Increases were reported for administrative, professional/ technical, supervisory, clerical, and custodial personnel. The most significant change occurred in the number of full-time academic support personnel reported by the colleges which was a decrease of over 14 percent from the year before.

Analyses of the employment of males and females within the system indicate that with the exception of those areas such as clerical and custodial which have traditionally been dominated by one sex, most employment classification areas show a fairly even distribution of males and females. As was the situation last year, more males than females were employed as administrators and full-time faculty. However, the proportion of male faculty members has decreased slightly. Examination of those individuals who have been employed in their classification categories for less than a year reveals that in both areas of administration and teaching more men than women were hired. However, a larger proportion of women are entering these areas than have previously been employed.

The overall distribution of full-time personnel by racial/ethnic categories differs somewhat from the latest U.S. Department of Labor data on the Illinois civilian employment data. Proportionately, more Blacks and fewer Hispanics are employed in community colleges than are found in the general civilian employed population. Considerable variation in racial/ethnic distribution was found among the various employment classification areas. A comparison with the racial/ethnic distributions in other institutions of higher education in Illinois shows minorities to have a higher proportional representation in faculty and administrative positions in community colleges than is found elsewhere.

Although the representation of women and minorities in the various employment categories within the public community colleges of Illinois compares very favorably with other institutions of higher education, a higher proportion of women and minorities would seem to be desirable in the categories of administration and teaching faculty. An analysis of these employment categories by college reveals that several colleges have few, if any, women or minorities on their administrative staffs and very few minorities on their full-time teaching staffs.

Although the number of full-time faculty has decreased, the faculty remains fairly stable with the majority being over 40 years of age, tenured, and having been employed in their current positions for over ten years. The decrease appears to have affected the younger, less experienced faculty. Faculty increases occurred in the discipline areas of life and physical sciences and business and management.

The second year of analyses of Illinois public community college personnel demonstrates the importance of this data collection effort. Not only is the database providing an understanding of the characteristics of faculty and staff, but it is also beginning to serve as a vehicle for observing trends in the changes that take place in the community college system. The lack of complete information on part-time faculty continues to be a problem. Since approximately two-thirds of community college faculty members are teaching on a part-time basis, information on this segment of the teaching staff is vital to describe accurately the faculty resources within the community college system.

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